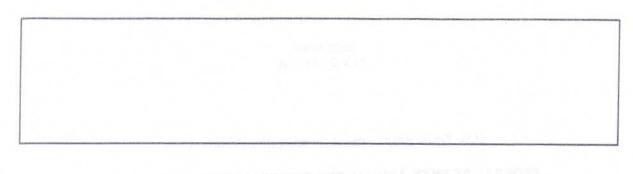
#### EEOC FORM 715-01 PART H

## U.S. Equal Employment Opportunity Commission

### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan To Attain the Essential Elements of a Model EEO Program

FY <u>2004</u>	
Naval Air Warfare Center Weapo	ons Division
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO program officials are not always present during activity deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes.
OBJECTIVE:	Ensure that EEO principles/issues are considered prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes.
RESPONSIBLE OFFICIAL:	NAVAIR, NAVAIR WD Level 1 managers, Human Resources Director, EEO Advisory Committee members, Human Resources Advisors (HRA)
DATE OBJECTIVE INITIATED:	10 January 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	30 September 2005

Target date will be set at the NAVAIR level.
30 September 2005
27 May 2005



## U.S. Equal Employment Opportunity Commission

### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan To Attain the Essential Elements of a Model EEO Program

FY 2004	
Naval Air Warfare Center Weapo	ons Division
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The EEO Director is not included in the activity's strategic planning, including the activity's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the activity's strategic mission.
OBJECTIVE:	To ensure that EEO concerns are integrated into the activity's strategic mission.
RESPONSIBLE OFFICIAL:	NAVAIR, NAVAIR WD EEOO, NAVAIR WD Level 1 managers, Human Resources Director
DATE OBJECTIVE INITIATED:	10 January 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	30 September 2005

LANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
nclude the NAVAIR Command DEEOO as part of the headquarters strategic lanning since many of these discussions occur at the national level with ossible resulting impact at the business unit levels.	Target date to be established at the NAVAIR level.
nclude the NAVAIR WD DEEOO or designee at strategic planning meetings at ne local business unit level.	30 September 2005
Pilony - Pil	e up (160 g region of record
EPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	contract returns, per 14 co

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## U.S. Equal Employment Opportunity Commission

# FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan To Attain the Essential Elements of a Model EEO Program

FY 2004		
Naval Air Warfare Center Weapons Division		
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Activity employees have not been specifically informed of the inappropriate behaviors in the workplace that may result in disciplinary action.  Activity employees have not been specifically informed of the penalties for committing a prohibited personnel practice, i.e., discriminatory behavior, taking personnel actions based upon a prohibited basis.	
OBJECTIVE:	To inform all employees of the Merit Systems Principles, Prohibited Personnel Practices and general workplace rules and regulations and the penalties for violating these principles and practices.	
RESPONSIBLE OFFICIAL:	Human Resources Department, Employee/Labor Relations Team (Chris Perkins)	
DATE OBJECTIVE INITIATED:	10 January 2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	1 June 2005	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Disseminate an "all-hands" e-mail to advise all employees of the DoN  "Schedule of Offenses and Recommended Remedies" for correcting  inappropriate behavior and conduct in the workplace.	1 June 2005
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	